

## MFIP Performance Improvement Plan 2014

Performance Measure Bonuses			
Clay		Rhonda Porter	
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Self-Support Index		Work Participation Rate	
Met measure	Yes X No <input type="checkbox"/>	Met Measure	Yes <input type="checkbox"/> No X
Bonus amount	51,764	Bonus amount	51,764

### A. SELF-SUPPORT INDEX (S-SI)

Answer if you're County/Nation/Tribe was below the expected range.

What was your biggest challenge in reaching the S-SI, that is, in getting people employed at least 30 hours per week while on MFIP/DWP or leaving cash assistance with earnings or Supplemental Security Income (SSI)? What new strategies or modifications of existing approaches are you planning to try? In what ways can DHS provide support, guidance or resources to help you reach your Range of Expected Performance (please describe in detail)?

Challenge(s)	Click to enter text
Approaches(current and proposed)	Click to enter text
DHS support, guidance or resources	Click to enter text

### B. TANF WORK PARTICIPATION RATE(WPR)

Answer if your County/Nation/Tribe did not meet the WPR target. **NOTE: You are not required to respond to this section if your county/nation/tribe would have reached the WPR target if you had not been negatively impacted by the 30% cap on education.**

What was your biggest challenge in reaching the WPR? What new strategies or modifications of existing approaches are you planning to try? In what ways can DHS provide support, guidance or resources to help you reach the WPR (please describe in detail)?

Challenge(s)	<ul style="list-style-type: none"> <li>a) English as a Second Language impacts job search and job attainment.</li> <li>b) Long term welfare dependency</li> <li>c) Lack of certification and skills</li> </ul>
Approaches(current and proposed)	<ul style="list-style-type: none"> <li>a) Language barrier interferes with job seeking/job placement. Strategy: Provide Refugee Program Services with grant from DHS and partnership with Cultural Diversity to provide intense language job seeking/job development skill building. Referrals to Adult Basic Education for ESL and Functional Work Literacy Classes.</li> </ul>

	<p><b>b)</b> Family Development Credential training for E &amp; T staff to utilize the empowerment and goal approach to identify positive ways to engage participants. Impact motivation, self-esteem and confidence by monitoring, assessing and praising the participants self determination and attainment of work competencies.</p> <p><b>c)</b> Provide skill building by using the ACT Key Train tutorial to enhance skills in reading, math and locating information. Assess skill level attainment and job readiness with the National Career Readiness Assessment. Highlight Credential attainment on resumes, applications and on the Fergus Falls NCRC Talent Community web site. Offer educational opportunities to build skills in occupations in demand that offer a family self supporting wage.</p>
<p><b>DHS support, guidance or resources</b></p>	<p>Click to enter text</p>

Please send this completed form to: [mayjoua.ly@state.mn.us](mailto:mayjoua.ly@state.mn.us)